



72 Kensington Road, San Anselmo, CA 94960 | 415-456-3713 | www.togetherweserve.org

ANNUAL REPORT 2023

PASTOR'S REPORT *Rev. Scott Clark, Pastor and Head of Staff*

Dear First Pres Family,

Grace and peace to you.

As communities live life together over time, certain words and phrases emerge that have particular meaning – that say something about the life we live together. Here, for example, we have come to say: ***"Together we serve,"*** and ***"Grace abounds."*** We have a sense, in our bones, of what those words mean from our lived experience together.

This past year, for a good three months, we shared extended conversation on what it means when we say, ***"Wherever you are on your spiritual journey, there is a place for you here."*** We considered what ***"a place for you here"*** might mean for refugees in need of shelter – what it means to consider our place together in connection with all creation in this time of climate unravelling – and what it means to find our place in the Body of Christ. *And*, we celebrated the diverse communities that share the place that is 72 Kensington Rd – the First Pres worshipping and serving community; our Preschool; the Cedars adult day center; and any number of 12-step and recovery groups, choirs, orchestras, teen drama troupes, tutors, teachers, and community groups.

What we (re-)discovered was the abundant life thriving in this place, ***"rooted and grounded in the love of Christ."***

As you read this Annual Report (written with love by the working teams and leaders of this church), you will read how – ***"rooted and grounded in love"*** – this life continues to flourish. You'll read of:

- the steady, tender care of deacons;
- the year-old community fridge, so vital (and well-used!) that we are now on our second refrigerator;
- the faithful activism of Church and Society leading our community in justice work locally, nationally, and globally;
- our steadfast anti-racism commitment and learning, leading us into emerging partnerships with our neighbors in Marin City;
- renewed ways of reconnecting and being community, as we continue to emerge from the isolation of COVID;

- worship filled with joyous and moving music; prayerful encounters with the Word connected with the life we live in the world; and hybrid platforms that let us worship together transcending distance and separation;
- loving support for children and families – particularly embodied in the San Anselmo Preschool and the church’s Family Ministries;
- and thoughtful budgeting and stewardship to sustain the vital life of this place.

As I have read and edited this report – and read it again – I am filled with gratitude for all that the Spirit is doing here through our embodied life together. *And*, a new question is rising up for me: ***Rooted and grounded in love, where do we grow from here?*** and, its corollary: ***How do we grow from here?*** How do we continue to discern God’s continuing calling for this community, and at the same time, live into that calling in ways that are life-giving and sustainable?

In this Annual Report, you’ll read of abundance and blessing, and also of challenges. We are living in such fullness that in places we are feeling the stretch. Now, that stretch may be a sign and sensation of growth – stretching into our next new thing. And, it may also carry with it an invitation to rest and reflect, even as we continue to grow. In our nominating season this year, we know that we have a whole deacon class that will be rotating off (for time of well-deserved rest) and we look forward to others who will step up. We know that we have vacancies to fill particularly for elders to lead nominating and adult-education efforts. We know that we have a big desire to shelter refugees, and that we continue in discernment about how to bring that into being. In the report from Finance and Resources, you’ll read of abundance, and at the same time, you’ll hear that last year giving and pledges did not quite cover expenses. These are healthy and worthy challenges – signs of vitality and growth – and also reminders to breathe, reflect, and envision all that we do in ways that are sustainable and that honor the abundance and growth we are experiencing here.

I hope that you will *enjoy* reading this Annual Report. I mean that, though it may sound odd. There is a lot of life here. And a lot of love. Thanks be to God. As you read, I might suggest you weave in some spiritual practice, maybe (1) listen for one thing for which you are grateful; and (2) look for one thing that inspires you to find out more. And then, when you are done reading: Breathe.

That phrase **“rooted and grounded in love,”** it comes from a prayer in Ephesians 3:17-19. May it be our prayer as we give thanks for the year just lived, and look forward to the year ahead:

I pray that we, being rooted and grounded in love, may have power, together with all God’s people, to grasp how wide and long and high and deep is the love of Christ, and to know this love that surpasses knowledge—that we may be filled to the measure of all the fullness of God.

Together We Serve,
 Rev. Scott Clark
 Pastor, First Presbyterian Church of San Anselmo
 Pronouns: He/him

2023 STAFF OF FIRST PRESBYTERIAN CHURCH OF SAN ANSELMO

Rev. Scott Clark, Pastor & Head of Staff
Martha Spears, Director of Older Adult Ministries
Patrick O'Connor, Director of Family Ministries (January - June)
Rev. Grace Hyeryung Kim, Director of Family Ministries (beginning in September)
Daniel Canosa, Director of Music
Natsuko Murayama, Organist
Amber Lane-Bortell, Communications and Office Administrator
Sarah Atherton, Business Manager (beginning in May)
Tom Lannert, Custodian (through December 31)
Kathy Newman, San Anselmo Preschool Director

ANNUAL STATISTICAL REPORT *Alice Graham, Clerk of Session*

January 1 to December 31, 2023

Active Members 12/31/22	214
Members Deceased	11
Members Dropped	1
Active Members 12/31/23	202
Average Worship Attendance Per Sunday	91

IN MEMORIAM

Jeff Holm	January 9
Martin Shetlar	February 26
Roger Richert	February 28
Mary Anne Cowperthwaite	March 3
Helen Anderson	March 25
Alan Johnson	July 30
Shirley Hall	August 1
David Treganowen	August 8
Terry Scott	September 3
Patricia Swensen	October 26
Margaret Shetlar	November 3

2023 CHURCH OFFICERS

Ruling Elders:

Class of 2024: John Cowperthwaite, Maureen Kalbus, Raquel Nelson, Martha Olsen Joyce, Jessica Powell

Class of 2025: David Jones, Lindsey McLorg, Jillian Robinson

Class of 2026: Erica Heath, Chris Maretski, Nick Morris, Barbara Rothkrug

Board of Deacons

Class of 2024: Lisa Della Valle, Al Flood, Joan Flood, Joanie Jacobson, Sue Neil, Mary Waetjen

Class of 2025: Mary Kathryn Marcom, Anne Poore, Margy Tuck, Joy Snyder

Class of 2026: Chris Francisco, Sita Khufu, Marita Mayer, Lorna Roulston

BOARD OF DEACONS *Mary Waetjen and Lisa Della Valle, Co-Moderators*

The mission of the Board of Deacons is to provide compassionate care to the members and friends of our congregation and to our local community. Each deacon is assigned 14-15 members and friends of the congregation as their flock. These people receive particular attention from their deacon as a means to keep in touch and to be aware if any need arises. The Deacons maintain a list of who the deacon is for each individual or family.

Given the ongoing unusual circumstances of these past years, the regular ongoing responsibilities that the Deacons are involved with had to be somewhat curtailed. At the same time, there are some things that we were able to accomplish with great care and precaution, paying attention to the protocols that we all observed due to the pandemic.

- Flowers were delivered throughout the year to various people in the congregation with thanks to Maureen Kalbus and our Deacons.
- Christmas poinsettias were delivered to several members of the congregation along with cards, indicating our prayerful thoughts for their Christmas holiday.
- Transportation needs during this past year were taken care of with the generous help of the Deacons as well as other members of the congregation.
- When there is a memorial service, the deacons contribute refreshments and serve the guests at a reception afterward.
- Door Deacons provide a warm welcome and assistance to people as they arrive to worship in the sanctuary.
- Those requiring meals due to illness or any other emergency have been provided for by members of the Deacons.
- Requests for financial assistance to members of the congregation and in some cases, members of our community, continue to be filled.

- Support was provided from the Deacons' Fund in the amount of \$1000 for Ritter House, \$1000 for the Marin SF Food Bank, and \$1000 in medical needs for congregants.
- Safeway gift cards are available in the church office for people who drop in and request this kind of assistance.

Most of these financial needs are met by means of the monthly Deacon's fund offerings received from the generosity of members of our congregation.

All of the Deacons' activities are carried out with prayerful and thoughtful consideration, realizing that it is God working through us and in us.

The Deacons meet via zoom on the 1st Tuesday evening of each month except July and August.

CHURCH AND SOCIETY *Lindsey McLorg and Barbara Rothkrug, Co-Chairs*

Members: Peter Anderson, Lisa Della Valle, Lindsey McLorg (co-chair), Sue Neil, Anne Reppun, Barbara Rothkrug (co-chair), Royce Truex, Ron Vestal. Pastor Scott Clark is an active participant and ally.

The Church & Society Committee is home to many of the programs that have to do with our congregation's work in the world. Much of its focus is on climate unraveling, anti-racism, immigrant support, hunger action, and other community activities.

Anti-Racism

- We are getting to know our neighbors in Marin City through pastors' meetings and community events. Becoming allies to the Stop 825 Drake effort and fairly rehabilitating Golden Gate village is ongoing work. Members attend Marin Housing Authority meetings to advocate and help amplify the voices of Marin City residents. C&S has directed Cents-Ability funds toward Marin City food pantry purchases.
- We actively work on educating ourselves on how to be Anti Racists in a meaningful way. As we move into 2024, the work that had been undertaken by the ARM team is being folded into C&S. All members of the congregation are invited to participate in a Book Club led by Raquel Nelson on 3rd Wednesdays starting in January.

Climate

- Climate unraveling has been a major focus of C&S again in 2023. To foster engagement on this issue with the church leadership, C&S invited Session to have an Elder to make a presentation on a climate related topic at each monthly Session meeting throughout the year. We acknowledge that our predicament is an ongoing and urgent issue for our congregation at large. Our discussions have covered a large range of subjects including living with the inevitability of climate collapse and watershed stewardship. Together with the Marin Interfaith Council, we co-sponsored the Project Adapt workshop held on our campus in October. The starting premise is that climate collapse is inevitable; the open

question is how do we live through this existential reality. The workshop included ways to connect with nature, ways to develop resilience and take action, and ways to resist injustice. Peter Anderson's photos from Standing Rock represented graphically both the joy and solidarity of resistance and the inherent challenges resistors face. They were displayed in our sanctuary during October and November and the plan is to rehang them in the Fireside Room for all to continue to contemplate. Royce led a Sunday Seminar on the Great Unravelling. His presentation is available for any who may wish to read it.

Hunger Action

- Led by Sue Neil and Lisa Della Valle, our community fridge program has continued to grow and thrive. Steadfast donations from members of the congregation, neighbors and excess food from farmers markets ensure that the fridge is stocked. The phrase "Take what you need, leave what you can" is a beacon of light. As we move into 2024, we are acquiring a new, more energy efficient refrigerator to replace the original fridge which has outlived its useful life.
- We supported Pedal for Protein and Cents-Ability with funds and a rider. With the Local Mission budget and the portion of Cents-Ability funds retained locally, we continue to make donations to both the San Francisco / Marin Food bank and food pantries in Marin City.
- Under Barbara's leadership, letter writing to advocate for the farm bill under the auspices of Bread for the World has occurred several times.

Immigration and refugee support

- We continue developing the feasibility of an apartment for an asylum seeker on our campus or in another location. We are working closely with the Marin Interfaith Council to draw on their experience in accompaniment and visited a refugee apartment at a synagogue in Oakland. This is a work in progress, with active interest expressed by 12 volunteers from our congregation supporting this initiative.

In addition to the above activities:

- We distributed the Local Mission Budget in support of groups including Marin Interfaith Council Accompaniment Network, the Street Chaplaincy, LGBTIAQ issues, mission co-partners in Latin America, and the two Tam Houses which are home to 21 low income seniors in our neighborhood.
- We were delighted to host a group of 19 bicyclists on the final night of their ride from New York to San Francisco to bring attention to cancer research. Sharing dinner and putting the cyclists up in Duncan Hall was a celebratory experience for all who participated.

We would love for anyone who is interested to join us. While we take on tough issues, we work together from a place of compassion and caring and would welcome more participants! Please contact any member to learn more about Church & Society.

CONNECTIONS *Jillian Robinson, Chair*

Connections continues to develop as we are reestablishing our in-person events while holding onto the times when hybrid or Zoom-only events enable more people to participate. For church services and some other activities, that group of Zoom participants may consist of older adults or those families with children. It may serve someone just down the street or across the country. As we continue to find ways to broaden avenues of participation, a vote of thanks goes to those behind the scenes who take on the technical aspect of our meetings. Some of those folks are Mary Kathryn Marcom, Karl Roulston, and Martin Stevenson.

Directories and News: With the major overhaul of the church directory done a year ago, Amber Lane-Bortell, our Communications and Office Administrator, has kept it up to date, as well as getting out a weekly electronic newsletter. The Duncan Hall bulletin boards are regularly updated by volunteers as events and members of Session and Deacons change. Martha Joyce keeps our face in the news for Lent/Easter and Advent/Christmas events and services. Her promotional material for Advent was also used for local posters and invitations.

Welcome and Hospitality: Coffee and conversation continue weekly in Duncan Hall following the Sunday service with Dave Jones and Marita Mayer as volunteer coordinators. A cadre of volunteer bakers provides snacks. For those who participate by Zoom on Sunday, Mary Kathryn Marcom volunteers as the online host for a post-service chat time.

A thank-you to Rebecca Conant who coordinated a reception on September 10 for our new Director of Family Ministries, Rev. Grace Hyeryung Kim.

The December 10th special music service was followed by an expanded coffee hour with time for musicians and congregants to have a light lunch together. Many thanks to Martha Spears and the Older Adult Ministries program for the generous hosting. In the flurry of Christmas Eve's three-service Sunday, members pitched in with extra cookie baking. A special nod to Joan Flood for multiple baskets of goodies and Ralph Kalbus who brought the largest cookies we have ever served. For families arriving mid-afternoon on Dec. 24 to practice, Rev. Grace Hyeryung Kim arranged for a pizza supper before the service. Connections coordinated some snacks and treats for the youth before and after the Family Service. The 3rd service of that day, the 9 pm Lessons and Carols, was followed by our traditional serving of hot cider and cookies. Thanks to Nick Morris and his family for serving and cleaning up.

Women's Gatherings: Two hybrid events were held this past year. Saturday, September 9th of 2023 saw the 1st FPCSA Hybrid Women's Expanded Coffee Hour from 9:30-12 Noon. The theme centered on "*Reconnect, Restore and Rejoice*"! Following dedicated planning and contacting women an enthusiastic group attended. There were thirty two people in the Fireside Room and nine folks on Zoom! The Rev. Dr. Joanne Whitt was a guest contributor, Joy Snyder led the onsite group, with Mary Kathryn Marcom "in charge" of the Zoomers. A decision was made to have quarterly hybrid meetings to enjoy companionship and have a program. A second hybrid meeting was held Saturday, November 11th with lively table chat groups catching up and discussing activities. Another meeting was planned for March 9, 2024.

Theater Outings: Church members who appreciate live theatre were afforded opportunities to attend Ross Valley Players' outstanding productions throughout 2023. Maureen Kalbus organized groups descending on the unique "Barn Theatre" in Ross, to see the musical version of "Pride and Prejudice; neighborly interactions and reactions in "Native Gardens"; the renowned "The Glass Menagerie" and the holiday favorite "It's A Wonderful Life" produced as a radio play. Our groups appreciated the highly reviewed productions, and being able to share their opinions and experiences with each other.

Other FPCSA activities: Smaller groups, free and open to all, are also meeting regularly. A book reading group that focuses on nonfiction meets each Monday afternoon via Zoom for extended discussion, a few chapters at a time, of their current selection. A past read included *The Invention of Nature, Alexander von Humbolt's New World* by Andrea Wolf. Thanks to Erica Heath for hosting that wide-ranging discussion.

The Transition Support Group meets each Wednesday via Zoom and occasionally for brunch at a local restaurant. Their focus is on growth and change with personal check-in time and a book for discussion. They have just finished Rev. Floyd Thompkins's book *Nobody Told Me That the Road Would Be Easy*.

A fitness group, led by Judie Donovan, meets Monday and Thursday mornings in Duncan Hall, helping keep our community in shape through both exercise and fellowship. A thank you to Royce Truex who leads an in-person Centering prayer group on Thursday mornings. Like the other groups mentioned above, newcomers are always welcome. Pastor Scott leads a weekly prayer group Thursday afternoons on Zoom. More information is posted in both the weekly newsletter and on the church website. A glance at the bottom of the Sunday Bulletin will give you the website and a QR access code.

FAMILY MINISTRIES *Kris Maretzki, Chair*

In 2023 Patrick concluded his time with Family Ministries, and the program transitioned to new leadership. Rev. Grace Kim leads the program which includes weekly Sunday School. Sunday school has a structure that includes an opening prayer followed by a Bible story, Bible craft activity, and then a closing prayer. On Super Second Sunday after worship the students of all ages and their families gather to share pizza and fellowship around the table. On the last Sunday of the month, Rev. Grace leads students and their families on walks in the neighborhood. New students and their families are warmly welcomed by students and their families. Church volunteers provide the "second presence" in the Sunday School room and also provide a vital bridge for the students to the larger church community. All volunteers have met the requirement for completing mandatory Child Abuse/Neglect Reporter training.

The Christmas Eve Family Service and Pageant culminated in 2023. Students rehearsed, learned their scripts, and enjoyed wearing costumes as they told the birth story of Jesus Christ. In 2024,

Rev. Grace Kim plans to reach out to the youth in the congregation.

The dedicated parents, families, and church members make First Presbyterian Church San Anselmo a welcoming congregation that provides a place to teach God's love and grace to young ones and their families.

MUSIC

Daniel Canosa, Director

This year we saw some level of normality coming back to our weekly work. Although some individuals chose to keep masks on, performances of larger works were done unmasked, allowing for the voices of the choir to carry through.

A good number of wonderful traditional spirituals and gospel songs were sung during Black History month in February.

During Lent we were able to explore Renaissance composers, like Palestrina, in some of the services. We celebrated Easter with the participation of trumpeters Cayce Carnahan and Brendan Wilhelmsen, playing arrangements of traditional Easter songs. Daniel played the timpani to add strength to the festive music.

On Sunday June 11, our choir, accompanied by an instrumental ensemble and soprano and baritone soloists, performed John Rutter's *"Mass of the Children"* during the Music Service (arrangements were made to be able to perform this large work with a small ensemble of players). Rutter combines the text of the *Missa Brevis* with poetry by Bishop Thomas Kent, William Blake, and others in a most sensitive and inspired way. The piece is very special within Rutter's work, as it is the result of him transforming his grief after the death of his son.

After the Summer, the Barrelhouse Jazz Band delighted us on Homecoming Sunday, and in World Communion, the West African Drums played during our Service. Both ensembles, as they usually do, brought a great feeling of celebration to our congregation. Also on World Communion, the choir sang a new work by Paul Rudoï called *"Gamaya"*, with words from the Upanishad. The piece is full of dissonances and close harmonies, creating a mysterious and haunting feeling.

On December 10, the choir, chamber orchestra, and soloists presented Vivaldi's *Gloria* as part of Sunday worship, with a substantial number of folks attending in-person. The familiar work was very well received by the congregants and attracted a large number of community singers to our choir (the largest number we've had in years. (Unfortunately, five members of the choir got COVID and couldn't participate at the last minute). Because of the singers' familiarity with the composition, we were able to work on details of style, intonation, phrasing, and other technical issues, which helped bring up the level of the performance and open the opportunity

for the choir to deepen their interpretation and sharpen their technical skills.

On Christmas Eve, the choir went back to singing from the balcony, a tradition that was interrupted after COVID. The delightful pieces accompanying the Lessons and Carols included "The Rose" by contemporary composer Oja Gjeilo.

Special thanks to Linda Price, Robin Truitt, and Vivian Volz, who regularly take on solo work and lead the congregation in Hymn Sings. Also, John Cowperthwaite debuted as soloist in the beautiful Mozart trio "Soave Sia il Vento", with Vivian and Linda.

Many thanks to Amanda Hahn, who took my place while I was visiting family in Argentina and when I got COVID.

Natsuko Murayama, Organist

Projects in 2023

Piano Project: In March we did a restoration on Steinway Grand Piano Model M in the Fireside room. We installed a full climate control system in the Steinway Grand Piano Model M in the Fireside room. It was additional work after we did the restoration on it. After we received the piano and placed it in the Fireside Room, it was difficult to keep steady conditions for the piano because of the temperature and humidity. This installation of a full climate control system will help the piano condition better.

Organ music rack light: In October we finally installed a new organ music rack light on the Aeolian-Skinner Organ in the gallery. The light was broken for years and we have been using an extra additional light to light up the scores. However, it did not have enough power to light up the swell division manual (the top keyboard). Now this new light has good brightness to light up all three manuals and the scores.

Music for Worship

Providing Music: Played a wide variety of styles of music from Baroque to contemporary music pieces on the organs and the piano. Total number of pieces I played on organs was 100, and on the piano was 34. There was no repetition. On the organs, the composer I used most was Johann Sebastian Bach, 9 pieces, followed by a well-known contemporary church music composer Dale Wood, 8 times. On the piano, I mostly played hymn arrangements which are composed by Marianne Kim, 8 times, and Mark Hayes, 4 times. I also played some piano pieces from classical music such as "Aufschwung" Op. 12-2 from *Phantasiestücke* by Robert Schumann.

Soloists, duet, ensemble: We had a vocal soloist, Luisá Dantier on May 14 and trumpeters, Cayce Carnahan and Brendan Wihelmsen, on Easter Sunday. From our church Linda Price and Robin Truitt sang vocal duo pieces twice. Linda Price also sang solo pieces and Robin Truitt did solo pieces twice. Christine Grossi played a piano/organ ensemble piece, Albert Flood played

saxophone, a trio piece sang by John Cowperthwaite, Vivian Volz, and Linda Price. (Thank you for sharing your talents!)

Substitutes during my time off: Christine Grossi, Jean Campbell, John Schrupf, and Sean Lane-Bortell (Thank you so much for filling in my part.)

Hymn Sing on the 5th Sundays

On the 5th Sundays we had fun events of "Hymn Sing." They were held about 10 minutes before the worship and we sang 3 hymns/songs with 2 verses by the congregation's choice. We had them on January 29, April 30, and October 29. The leader of the hymn sing was Vivian Volz. We found some difficulties having this event before the worship, because it takes away the time for preparing for the worship. We will take a rest for a while to figure out how to make it work well for all participants of the worship and the congregation.

Instruments

Organs: Had regular maintenance twice in a year. Schoenstein Organ (Chancel Organ) needed repairs of two problems in October and November.

Pianos: I proposed to have enough budget to tune seven pianos in 2023. However, it was not enough because of the price change. The church kindly accepted my request and I could complete my tuning plan. The Steinway Grand Piano model L in the sanctuary was tuned twice. In addition it was tuned by renters. The Steinway Grand Piano model M in the fireside room was tuned three times. Other pianos were tuned once, except the upright pianos in the Fireside Room and Room 205.

In 2024, I am proposing to tune Steinway Grand Piano in the sanctuary three times in a year, because of the difficulty to keep the good tune. The Steinway Grand Piano in the fireside room should continue to have a tuning twice a year, and we plan to tune other pianos once a year.

Looking Forward to 2024

I will continue to work to provide a wide variety of music to create a consistent flow to the worship. Also I will keep eyes on our instruments to keep them in good condition.

PERSONNEL *Erica Heath, Chair*

Following many years of quiet and unwavering service, Robin Sparks retired as chair. Robin and the other members of the committee stayed on to assure a good transition for Erica Heath as she jumped in as the new chair. The Personnel Committee includes Erica Heath, chair, Robin Sparks, Raquel Nelson, Dick Schlobohm, and Al Flood. Pastor Scott works in collaboration with the committee as Head of Staff.

The Personnel Committee deals with issues related to employment of our pastor and lay staff. We are responsible for salaries, employment classifications, evaluations, position descriptions, personnel policies, work schedules, and the hiring of lay staff.

During the year 2023, the Personnel Committee's work included the following:

- The Sessions Financial Accounting Team (FAT) suggestions were received and used in re-creating the job of Business Manager.
- Hired Sarah Atherton as the new Business Manager. She has worked on the continuing shift in accounting software and reconciliation of multiple reports.
- Hired Rev Grace Hyeryung Kim as the Director of Family Ministries beginning in September. She is committed to 9 to 10 hours a week until October 2024 when her fellowship at a local hospital is finished. Her duties include planning and conducting the Sunday children's Sunday School and other programming and attending staff meetings.
- A new state law requiring all staff working with children to go through a state fingerprint/background-check clearance program. Scott and Grace have both been cleared.
- Tom Lannert retired on December 31 and Patrick O'Connor concluded his employment effective July 1.

Ad-hoc Clean and FixIt Subcommittee

In November, in conjunction with the Finance and Resources Committee, an ad-hoc sub-committee of four members (2 from Personnel and 2 from F&R) was established to determine how to cover the myriad things that Tom Lannert did. For the cleaning parts of Tom's job, this subcommittee decided not to hire a staff person, but has instead contracted with a cleaning service, which began their work on January 2. The meetings will continue in 2024 for the FixIt portion of the charge.

SAN ANSELMO PRESCHOOL Kathy Newman, Executive Director

"Anyone who does anything to help a child in his life is a hero to me." – Fred Rogers.

Gratitude holds a significant place in my values, and I appreciate the ongoing opportunity to work at San Anselmo Preschool. It is a privilege to engage with the children, families, staff, and Church community regularly. The facilities and grounds are vibrant, fostering a learning environment marked by hope and kindness.

Enrollment at the preschool is near capacity and reflects the community we serve: families who need full-time childcare to accommodate their work schedules. Currently, we have 73 enrolled children. This year, we're supporting more 2-year-olds, a new development to address the needs of our families, as many 5-year-olds now have access to transitional kindergarten (TK) programs at local public schools. Having younger children deepens our understanding of language development among our staff of 16 experienced teachers. We currently provide

full-time financial assistance to three families and collaborate with the Marin Child Care Council, which assists an additional three children from various parts of Marin County.

Our preschool facilities underwent enhancements in April, using approximately \$70k of our budgeted reserves for major maintenance projects. These include new carpeting and flooring in all classrooms and the replacement of cracked skylights in the main building. As a licensed institution under the State of California Department of Social Services, our annual licensing visit in September received positive feedback; we attributed much of our success to our remarkable facilities.

Community-building events such as Back to School Nights, Parent Socials, Winter Festivals, Spring Family Picnics, and annual fundraisers at local restaurants continue strengthening our ties. In November, I had the opportunity to join the congregation with a Moment for Mission and share insights about the program. I was met with a warm reception, creating a sense of genuine belonging for the preschool program of First Presbyterian Church.

As San Anselmo Preschool embraces 2024, the ripple effects of kindness, inclusion, and support from the Church community amplify the significance of the work being done.

FINANCE AND RESOURCES *John Cowperthwaite, Chair*

Members of the Committee are trustees John Cowperthwaite, Martha Olsen Joyce, and David Jones. Patrick Mitchell serves in his capacity as Treasurer. Erica Heath and Robin Sparks are members of the Personnel Committee and serve as voting members of the Finance and Resources Committee. Rev. Scott Clark is an ex-officio member. The Church Business Manager, Sarah Atherton, attends meetings.

The Finance and Resource Committee is responsible for carrying out policies and procedures related to the financial function of the Church. This includes preparation of the annual budget and monthly financial reports as well as management of pledges, income, use fee agreements, gifts, endowments, bequests and the Church's accounting for dedicated programs. This committee also recruits a team to run the Annual Giving Campaign.

In 2023, the Church realized a net increase on its endowment portfolio of \$190,000 to the nearest thousand. In the first four years of the decade, including the challenging 2022 year, portfolio gains are about \$315,000. In 2023, the Finance and Resources Committee recommended withdrawals from endowments to satisfy requests for a few capital improvements. Session has approved requests to install heat pumps to provide heat and A/C to the Preschool building rooms 202 and 203, the office building including rooms 204, 205 and 206, and portions of the rear of the Sanctuary building. This upgrade was desperately needed in order to replace the failing and outdated radiant heating system. Funds to cover the improvements were earmarked from maintenance reserves (\$15,541) and the Robson

Endowment Fund (\$56,630). Session approved the committee's request to withdraw \$15,677 from the Memorial Fund account to pay for an audio upgrade in the sanctuary. The actual cost turned out to be about \$12,000.

The committee recognizes the need to keep our maintenance reserves for emergency repairs at a healthy level. The committee has prioritized the evaluation of future major maintenance needs and expects to prepare projections in that regard.

We welcomed Sarah Atherton to fill the newly designed business manager staff position. She has stepped in and embraced the rather steep learning curve. Sarah and Martha Olsen Joyce have worked together to complete the integration of our three accounting software systems.

The congregation turned out in force for a Saturday "spiff-up" event in September. On relatively short notice, a large enthusiastic group showed up and spontaneously went to various quarters of the church to clean the cobwebs, spruce up classrooms, scrub floors, maintain drainage, and wash windows, inside and out. We were just about done by noon and were able to enjoy some snacks and good conversation.

The members of our congregation are our greatest resource. This community constantly exhibits compassion, commitment, and vision. We also enjoy the gift of buildings and grounds that provide great benefit to the congregation and the larger community. Part of the future challenge for this committee is envisioning ways in which we can continue to thrive in this changing time and simultaneously remain true to our core mission.

ANNUAL GIVING TEAM

John Cowperthwaite, David Jones, Martha Olsen Joyce (Chair), Patrick Mitchell

In 2023 the congregation continued to generously support the church and its programs though giving fell slightly short of projections. Giving represents 66% of our church's income. Use fees (31%) and investment income (3%) make up the rest.

We budgeted giving income of \$385,000 and received \$360,000, falling short of our goal by \$25K (or 7%). The 2024 Giving Campaign was launched in November, with a goal of \$400,000. To date, we have received 40 pledges totalling \$204,000.

We are grateful for your gifts, financial and otherwise, that are the heartbeat of this church community.

BUILDINGS AND GROUNDS *David Jones, Chair*

The church campus includes four buildings with a total of 29,500 square feet of floor space which must be maintained, improved, and provided with heat, water, electricity, sewage, and drainage. Major highlights or issues for 2023 include:

- Two new video projectors in the sanctuary were installed to replace the large screen hanging in the chancel.
- Major upgrades were made to the audio system microphones and equipment needed for hybrid worship.
- The over 50-year-old failing radiant heating systems for the office building and the rear of the sanctuary building were replaced with heat pumps and wall mounted heating/air conditioning units in five ground floor offices, rooms 204, 205, and 206, the choir room, chancel side and back hallway, and the In-Harmony music room below the choir room.
- New roofing was installed over the organ pipe room located behind the chancel organ pipes.
- A tree was removed and major sidewalk repairs were made where the church property ends on Mariposa Avenue.

Many thanks to the landscaping team including Peter Anderson, Ron Vestal, Christina Van Der Plas, and Elizabeth Anderson. They continue to transform the church grounds in a beautiful way. The new garden Peter created between the patio and Daniel's office is a sanctuary of its own.

FINANCIAL ACCOUNTABILITY TEAM

John Cowperthwaite, David Jones, Martha Olsen Joyce, Dick Schlobohm

In February 2022, Session voted to establish a Financial Accountability Team (the FA Team) to conduct a review of the church's financial systems, policies, procedures, accounting software, and staffing and to recommend changes or improvements. The FA Team (with Session approval) retained a consultant, Nonprofit Intelligence Partners (NPI), to perform the review. The review resulted in the implementation of improved procedures and policies for tracking of giving records and donor statements, recommendations for stronger internal controls, tighter financial oversight, and improved documentation of financial processes. The work of NPI included the installation and integration of a new (Quickbooks online) accounting software system and the "clean-up" of the church financial statements. This included updating of controls on deposits and accounts payable. NPI also made staffing recommendations which resulted in re-framing the church's Business Manager roles and responsibilities, and hiring for that position. The NPI contract was formally completed in June of 2023, and the FA Team was excused, with thanks.

WORSHIP *Maureen Kalbus, Chair*

During 2023, Worship Committee members Judie Donovan, Alice Graham, Maureen Kalbus and Jessica Powell met weekly, via Zoom, with the Worship Planning Team, Daniel Canosa, Scott Clark, Natsuko Murayama, Patrick O'Connor [followed by Rev. Grace Kim], and Martha Spears, planning the fine detail of each service in the church calendar.

Church members have had the opportunity of attending services in the Sanctuary or via Zoom.

Enabling us to host our services and rehearsals, we have had the faithful, weekly technical support of Karl Roulston, with Martha Olsen Joyce, Mary Kathryn Marcom, John Morris, Tom McAfee, Patrick O'Connor, Martin Stevenson, Vivian Volz, and Jeff Wilson helping when needed.

David Jones led our mission for projector enhancement. The large screen in front of the organ pipes was removed, and, instead, two hidden projectors effectively threw visuals onto the Chancel walls.

Al Nelson guided us in improving the sound system.

Liturgists were recruited and scheduled throughout the year to assist in the services.

Jessica Powell wove Liturgical Drama into an October service, bringing the Scripture alive.

A team of Ushers helped the Worship Committee in their work presenting services in the Sanctuary: supplying the pews with paper, forms and pencils, placing hymn numbers on the hymn board, welcoming people, ensuring health restrictions were followed, distributing bulletins, collecting the offering, and gathering used bulletins.

During Communion Services, pairs of servers graciously served the elements, which additional church members prepared, and then cleared up.

Throughout the year, when church members contacted the Flower Guild, requesting flowers for services, Maureen Kalbus chose and created colorful arrangements for the Chancel. After worship, she rearranged the flowers in small vases which were taken, with the help of Deacons, to church members who were ill, grieving, or celebrating a special occasion. Floral décor also brightened the Narthex and restrooms, and was appreciated.

For Easter and Advent services, churchgoers requested Spring flowers and poinsettias respectively, in appreciation/celebration/memory of someone. Additionally, during Advent, the nine-foot Christmas tree brilliantly shone at the back of the Chancel, complementing the vibrant poinsettias. Non-drip candles in sturdy plastic cups graced the nine o'clock Christmas Eve Carol Service, as Christmas starlight sparkled on the ceiling and walls. The overall effect was stunning. All who contributed to the floral décor ensured a beautiful, visual dimension to our worship.